

# BLUMENTHAL

## ***Affirmative Action Statement***

*May 22, 2000*

---

The principal goal of the company's employment affirmative action plan is to avoid discrimination against minorities and women. No specific instances have been cited against the company in its actions towards minorities and women in the workplace, and it is the goal of the company to continue to be fair in its employment practices.

### **Hiring**

- All applicants will be recruited, screened, interviewed, and considered for employment following like procedures.
- Each applicant is to be given consideration based on their qualifications to perform the work and their prior work performance.
- When possible, minority or women applicants will be specifically considered for employment.
- No quotas or goals have been set for placement of employees based on minority status or gender